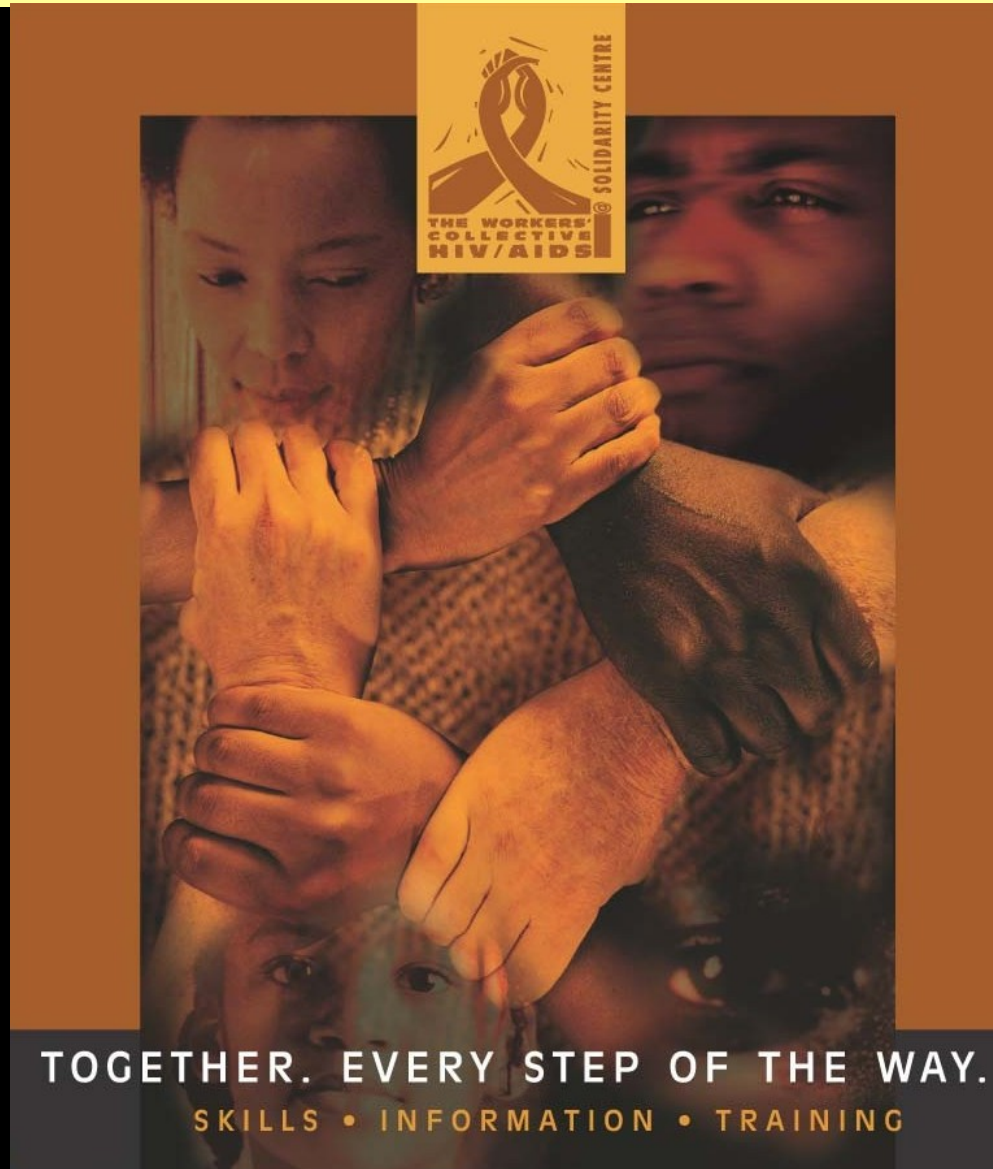


SOLIDARITY CENTER - SOUTH AFRICA

HIV and AIDS Program



TOGETHER. EVERY STEP OF THE WAY.

SKILLS • INFORMATION • TRAINING

COUNSELLING AND TESTING

“ENHANCING QUALITY OF CARE”

**Building Partnerships - Integrating
Counseling and Testing into a
Workplace!**



Presenter

Simphiwe W Mabhele

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Training Coordinator: HIV/AIDS Program
118 Jorissen Street
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Braamfontein, 2001**



SESSION OUTLINE

- Background to Solidarity Center HIV/AIDS Program
- Implementation Strategy - integrated
- Counseling and testing: workplace issues
- Union focused partnerships
- Netcare partnership
- Building partnerships through other programs
- Successes - Netcare focus
- Lessons learned



GOAL & OBJECTIVES

The purpose of this program is to strengthen the capacity of South African trade unions, employers and other partners to implement effective HIV/AIDS prevention and education programs.

Contribute to HIV prevention and care efforts in workers' communities.

Reduce the level of HIV transmission among South Africa trade unionists.

Respond to HIV-related issues in the workplace and public policy areas.



IMPLEMENTATION STRATEGY

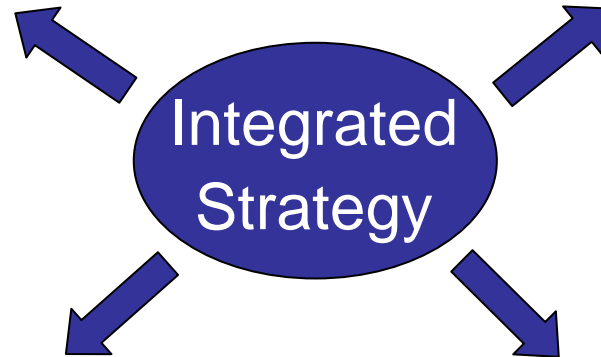
Six Components:

- National and Regional Strategy
- Materials Development
- Resource Center
- Media Campaign
- International Exchange Program
- Small Grants Program



IMPLEMENTATION STRATEGY

Capacity
Building and
Mentorship



Counseling
and Testing
Program

Prevention, Care
and Treatment
Access

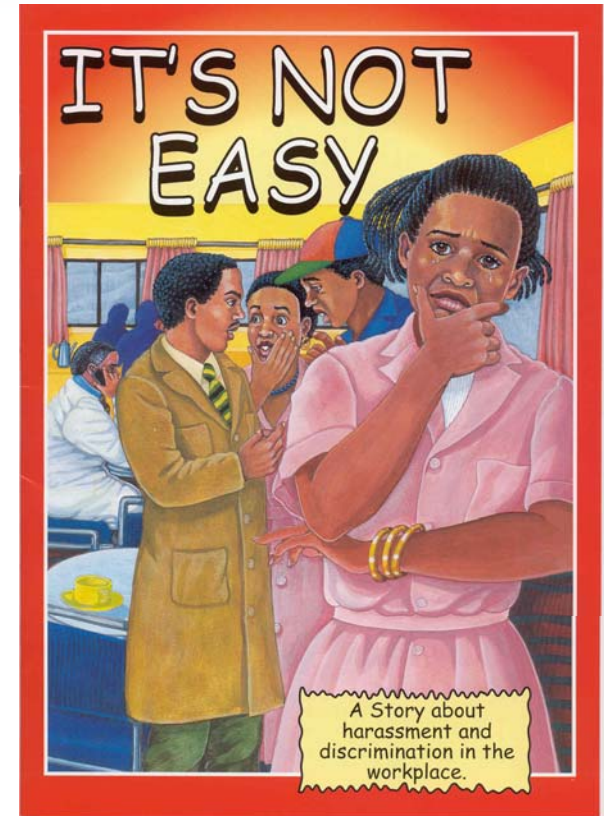
Young Workers'
Campaign



ISSUES AT THE WORKPLACE

What is still an issue...?

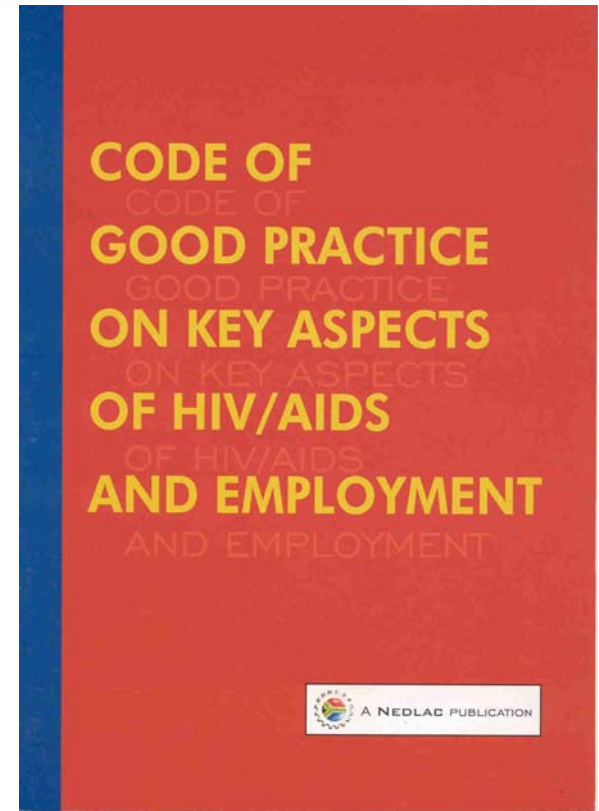
- Stigma and discrimination
- Fair labor practice
- Confidentiality
- Some workers don't know their status
- Disclosure -
- Who is conducting the test
- Gender - Couple HIV Counseling and Testing
- Management involvement
- Senior union leadership involvement



ISSUES AT THE WORKPLACE

What is not an issue...?

- What HIV and AIDS are, but distinguishing between the two;
- Knowing my HIV status, but HIV positive result;
- Who is HIV positive, but how you got infected;
- HIV and AIDS policies, but principles and compliance; and
- HIV and AIDS programs in the workplace, but implementation.



PARTNERSHIPS

- US Government - CDC/PEPFAR
- Trade union federations (COSATU, FEDUSA and NACTU)
- National and provincial departments of health (Federations and their affiliates)
- Netcare (health: DENOSA, NEHAWU, and HOPSERSA)
- Umkhanyakude (health: COSATU, FEDUSA and NACTU)
- Transtel (transport/communication: SATAWU, UASA and UTATU)
- PCTA (education: teacher unions and other partners)



TRAINING AND DEVELOPMENT

- Training quality management systems (QMS)
- Materials development and adaptation
- HWSETA accreditation (Training provider)
- Curriculum aligned to SAQA registered unit standards
- Data collection for reporting and assessment.



PARTNERSHIP - NETCARE

- SC approached by Netcare to make a presentation
- Presentation made to steering committee:
 - chaired by Group HR Director
 - health and safety (HIV and AIDS programs)
 - trade union representatives (HOSPERSA/DENOSA/NEHAWU)
- MoU signed to train 87 lay counselors across Netcare institutions (31)
 - nurses and administrators
 - Geographical coverage (KZN, GP, WC, FS and EC)



PARTNERSHIP - NETCARE

- Selection criteria - prospective lay counselors
- To train 87 employees on HIV prevention counselling
 - 10 day prevention counseling course (developed by DoH)
 - SETA approved counselling course (HWSETA)
 - aligned to unit standards (SAQA)
- Promote counseling and testing within Netcare institutions
 - peer education discussions (co-workers/patients)
 - respond to patients' HIV related queries



NETCARE - SUCCESSES

- 86 people trained across 31 institutions
- Cascaded peer education
- Promotion of counselling and testing
- People encouraged to go for HIV test
- Reached different trade unions
- Behavior modification
- Improved level of competency (counselling skills)



Roadmap Towards a Response to HIV/AIDS

Blue-chip Response

HIV/AIDS corporate social investment

Monitoring an organizational response to HIV/AIDS

Managing the HR implications of the HIV/AIDS epidemic

Prevention of Mother to Child Transmission

Wellness Program

HIV/AIDS Partnerships and collaborative relationships

Biological Surveillance

HIV/AIDS Legal Compliance

HIV/AIDS Leadership and management commitment

Good Response

Voluntary Counseling and Testing

Organizational HIV/AIDS Audit

Behavioral Surveillance

STI Management

Prevention through behavior change and communication

Safe working environment

Condom Promotion and Distribution

Peer Education

Coordinator and workplace HIV/AIDS structure

Minimal Response

Workplace HIV/AIDS Policy

Source: HIV/AIDS Guide for Mining Sector

BUILDING PARTNERSHIPS

- 4 teacher unions
- 3 provinces
- Teachers unite for HIV prevention, care and treatment access (PCTA).



Am

!

Doing

Something



SC - COUNSELING AND TESTING HIGHLIGHTS

- Provide training support to other CDC partners
- Umkhanyakude - trained 175 lay counselors
- Trained 32 lay counselors on Couple counseling
- Trained 105 people on prevention counseling
- SACTWU - 5 non-medical VCT site (KZN, GP, FS, WC and EC)
- SACTWU provided VCT to 2000 workers
- PCTA - 54 received counseling and testing



LESSONS LEARNED

- Engage partners in all processes:
 - labor (trade union federations/affiliates)
 - relevant government departments
 - business (private)
- Consult and comply with labor requirements, principles and standards
 - code of good practice on key aspect of HIV/AIDS and employment
 - training standards - quality assurance (SETA)
 - have systems in place - quality management systems
- Follow up with people trained
 - keep momentum going through mentorship
 - prevention messages get lost



LESSONS LEARNED

- Work with either one federation/affiliate/sector at a time:
 - challenging to combine different federations
 - differs from one program to the other
- Encourage people to make choices between CT models
 - individual VCT and CHCT
- Integration of services is critical
 - access to VCT sites



The success of any HIV and AIDS workplace program does not only depended on implementation, but it also depends on how much you engage workers and their representatives.

